

Would you like to contribute and share your lived experiences as an employer or manager who hires people with disabilities?

The video is a part of the Healthy And Productive Paid work for Youth with disabilities ([HAPPY](#)) project led by BRI's TRAIL lab. The HAPPY project aims to identify effective disclosure strategies and workplace accommodation processes, to improve quality of life and job performance for youth with disabilities. The video will be used as an education and awareness piece to accompany the research and tools developed throughout the project, and will be shared on our website and presented at a future webinar and/or conference.

Compensation: \$50 gift card.

Time commitment: 1 hour maximum.

Participant Requirements

Record video(s) answering questions and sharing experiences about disability disclosure, accommodation requests and work experiences. In the video, employers will be sitting or standing in a place where they feel comfortable (depending on what is most accessible in their environment) and answering the questions. Interested employers will be provided with sample questions (see below) and tips for filming requirements (background, lighting, etc.)

Participants will be asked to fill out a media consent form.

If you are interested in the opportunity, please contact Hiba Ahmed, Knowledge Broker & Research Assistant at hahmed@hollandbloorview.ca to confirm your participation. We look forward to hearing from you!

Sample Questions

Please feel free to use these questions as guiding questions and answer all or as many as you can

1. As an employer how do you communicate to your employees about disclosure and accommodation?
2. Once employees disclose or request an accommodation, how do you handle the situation and communicate with them?
3. Have you faced any barriers when trying to facilitation accommodations or have conversations around disclosures with your employees? What were they?
4. Tell me about a positive experience as an employer when discussing disclosure and accommodations with an employee.

5. What would be helpful for your future employee to know about disclosure and accommodation?
6. What are strategies you use to avoid skepticism, wrongful assumptions and doubt when it comes disclosure and accommodation?